

**Pending Final IMCOM CG
Approval**



FAMILY READINESS GROUP

REAL: Readiness Essentials for Army Leaders

Rewrite Group Outbrief

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ENGAGING • EMPOWERING • CONNECTING

Pending Final IMCOM CG Approval Agenda

- Work Group Members
- Project Background
- Concept of Operations
- Proposed Curriculum
- Current Status
- Feedback on Draft Materials
- Progress
- Way Forward
- Proposed Pilot Sites
- Needed Support
- Questions

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Group Members

- Kay Calton – NG State Family Program Director , Missouri
- Sandra Crocker – AC MD&SSO, USAG Hawaii
- Lara Clagett – AC MD&SSO Program Manager, USAG Bavaria
- Rhonda Collins – USAR Family Programs, Training Supervisor, CTR
- Charlotte Douglas – USAR Division Chief, Family Readiness
- Patricia Elliott – USAR Family Programs, Training Specialist, CTR
- Susan Gramkow – NG National Training Coordinator, CTR
- Nicole Heller – AC MD&SSO Program Specialist, Fort Benning, GA
- Sandra Henry – USAR Family Programs, Family Programs Director
- Tonya Imus – AC MD&SSO Program Manager, Fort Stewart, GA
- Michelle Kochosky – NG State Family Program Director, Oregon
- Stephanie Mello – AC MD&SSO Program Manager, Fort Hood, TX
- MAJ Ken Ola – NGB Family Programs Officer
- Shandra Sponsler – NG State Family Programs Director, Texas
- Shawn Williams – AC MD&SSO, Fort Gordon, GA

Pending Final IMCOM CG Project Approval Background

- Initial FRG Leader training developed in 2004 by Cornell University after a Senior Spouse project at the War College identified the need for training and launched in 2005 and accepted by Army in 2007
- Mobilization, Deployment and Stability Support Operations (MD&SSO) Advisory Group met in September 2014 and identified the following:
 - Commanders unaware of FRG operations requirements
 - Volunteers shouldering the burden of FRG operations
 - Training no longer meets the need, is outdated, and provides false expectations of FRG Leaders
 - MD&SSO staff had begun to change OPREADY training to meet community needs affecting the integrity of the standardized training
- From September 2014-February 2015 the Advisory Group began working on a concept to change the training
- February 2015 USARHAW voiced their concern over the FRG Leader training
- March 2015 FORSCOM writes draft OPORD requiring the implementation of Family Readiness Liaisons
- May 2015 IMCOM G-9 suggests an 8 month suspense to rewrite the training

Pending Final IMCOM CG Concept of Operations Approval

- Training will focus on Mission Essential Tasks
- Roles and Responsibilities of FRG Operations will be delineated
- Parallel standardized Command Team training will be developed
- Soft skill sets for volunteers will be identified
- Leverage current AFTB and MRT curriculums to teach soft skills for volunteers
- Training will be reviewed by the following:
 - Advisory Group
 - IMCOM G-9 Family Programs
 - Command Family Programs Coordinators – socialization through their commands
 - Pilot site installations

Pending Final IMCOM CG **Concept of Operations Approval**

- Training will be utilized across all Army Components in order to standardize baseline training
- Completion of training results in a certification
- Certification will be recognized by all installations and all components
- Follow-on professional development training for FRG Leaders will increase leaders skills.

Pending Final IMCOM CG Approval Proposed Curriculum

Command Team 3 Hours	Family Readiness Liaison 5.5 Hours	FRG Leader Volunteer 5.5 Hours	Key Contact Volunteer 3.5 Hours	Informal Funds Custodian Volunteer 3.5 Hours
Foundations (1.5 hr)	Foundations (1.5 hr)	Foundations (1.5 hr)	Foundations (1.5 hr)	Foundations (1.5 hr)
Leadership Management (1.5 hr) Checklists SOPs Informal Funds Overview Selecting & Recognizing Volunteers	Leadership Management (1.25 hr) Mission Essential Tasks Getting Started Building Command Relationships Informal Funds Overview	Leadership Management (1.25 hr) Mission Essential Tasks Getting Started Building Command Relationships Informal Funds Overview	REAL Training For Key Contact Volunteers (2 hr)	REAL Funds Management Training for Informal Fund Volunteers (2 hr)
Command Training needs to be conducted at PCC & Cmd/1st SGT Courses at Army Institutional Training Centers	Volunteer Management(45 min) VMIS Volunteer Administration Recruiting, Retaining, Selecting & Recognizing	Working with Volunteers (45 min) VMIS Volunteer Administration Recruiting & Retaining		
	Communication Network (1 hr) Methods, Key Contacts, Social Media	Communication Network (1 hr) Types of Communication Generational Communication Key Contact Role		
	Critical Incidents (30 min)	Critical Incidents (30 min.)		
	Resources for FRG (30 min.) Global & Local Community FAP & EFMP Briefings	Resources for FRG (30 min.) Global & Local Community		

Pending Final IMCOM CG Approval Current Status

- Draft products released through garrisons and Army commands Oct 2016
- Focus groups held on various installations Oct-Dec 2016
- Work group met Jan 2016 to review feedback and begin editing drafts

Pending Final IMCOM CG Who Provided Approval Feedback

- Sent to Army Commands, Army Installations, National Guard and Reserve for review
- 8 weeks to review

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|--|--------------------------------------|--|
| - FORSCOM | - 25 th Infantry Division | - Cyber Protection BDE |
| - USAREC | - 1 MED BDE | - 15th Signal BDE |
| - INSCOM | - 49 th TRANS | - 35 th Signal BDE |
| - MEDCOM | - 36 EN | - 3 rd Infantry Division |
| - PACOM | - II Corps HHS | - MEDDAC |
| - TX National Guard | - 1 st CD DIV - 1BCT/2BCT | - 188 th Infantry BDE |
| - Mobilization, Deployment & SSO Program Managers: | - Division West | - 92 EN |
| • West Point | - MCOE Headquarters | - 285 MP |
| • Fort Jackson | - 194 th Armor BDE | - 3/160 SOAR |
| • Fort Carson | - 198 th Infantry BDE | - 1/75 Ranger Regiment |
| • Fort Wainwright | - 199 th Infantry BDE | - Savannah District Corps of Engineers |
| • Fort Sill | - 316 th CAV | - 63 rd Signal BN |
| • Rock Island Arsenal | | |
| • USAG Vicenza | | |

Pending Final IMCOM CG **Feedback Approval Demographics**

- FRG Leaders
- Family Readiness Advisors (BN, BDE, DIV)
- Family Readiness Liaisons (SGT/SSG/LT/CPT/MAJ)
- Company Commanders
- BN/BDE/DIV Commanders
- MSG/1SG/SGM/CSM

Pending Final IMCOM CG Approval Feedback

- All feedback reviewed and considered
- Feedback varied by command, geographic location, and component
- FRSA needs to remain in the training (NG, USAR, MEDCOM, INSCOM)
- Rewrite is needed
- Command Training is needed
- Challenged the team to find balance to ensure training meets a global audience

Pending Final IMCOM CG **Incorporating Approval Feedback**

- Is it relevant?
- Is it global?
- Is it supported by regulation?
- Is it supported by best practice?
- Was it suggested by more than one submission?
- Does it make sense for the demographic being trained?

Pending Final IMCOM CG Approval Method

- Consider: What should the FRG look like in 5 years?
- Five groups composed of 1 AC, 1 NG, and 1 USAR representative
 - Foundations
 - Command Training
 - FRG/FRL Training
 - Key Contact/Informal Fund Custodian
 - Smart Book
- Review feedback by slide
- Check regulation
- Make changes based on feedback and group consensus
- This training can be enhanced based on component, location and specific unit need

Pending Final IMCOM CG Approval Progress

- Training slides have incorporated feedback and encompassed a Total Army Family approach to training
- Slides are ready for final edits for pilot release
- Smart Book components all identified and organized
- Smart Book is a living document

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Example from Training

Pending Final IMCOM CG Approval Objectives

- Define the mission and role of the FRG within the Family Readiness system
- Define the roles and responsibilities of all team members
- Identify the purpose, activities and end state of an FRG
- Identify regulations, policies, and instructional guidance on FRG Operations

Pending Final IMCOM CG Approval What is Family Readiness?

Family Readiness is the state of being prepared to effectively navigate the challenges of daily living experienced in the unique context of military service. Ready individuals and families are knowledgeable about the potential challenges; aware of the supportive resources available to them; and make use of the skills and supports in managing such challenges.



Department of Defense
Instruction (DODI) 1342.22

Pending Final IMCOM CG **What is Army Approval Readiness?** (Total Army Family Program)

“The Army places a high value on both military and personal preparedness. Commanders have an obligation to provide assistance to establish and maintain personal and Family affairs readiness.”

“Family Readiness is the mutual reinforcement provided to Soldiers, civilian employees, retirees (regardless of marital status) and their Family members - both immediate and extended.”

Pending Final IMCOM CG Approval What is a FRG?

“A FRG is a command-sponsored organization of Soldiers, civilian employees, Family members and volunteers belonging to a unit. FRG will provide mutual support and assistance, and a network of communications among the Family members, the chain of command and community resources. FRG will assist in meeting military and personal deployment preparedness and enhance Family readiness of the unit’s Soldiers and Families. They will also provide feedback to the command on the state of the unit ‘Family’.”

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End Example

Pending Final IMCOM CG Approval Way Ahead

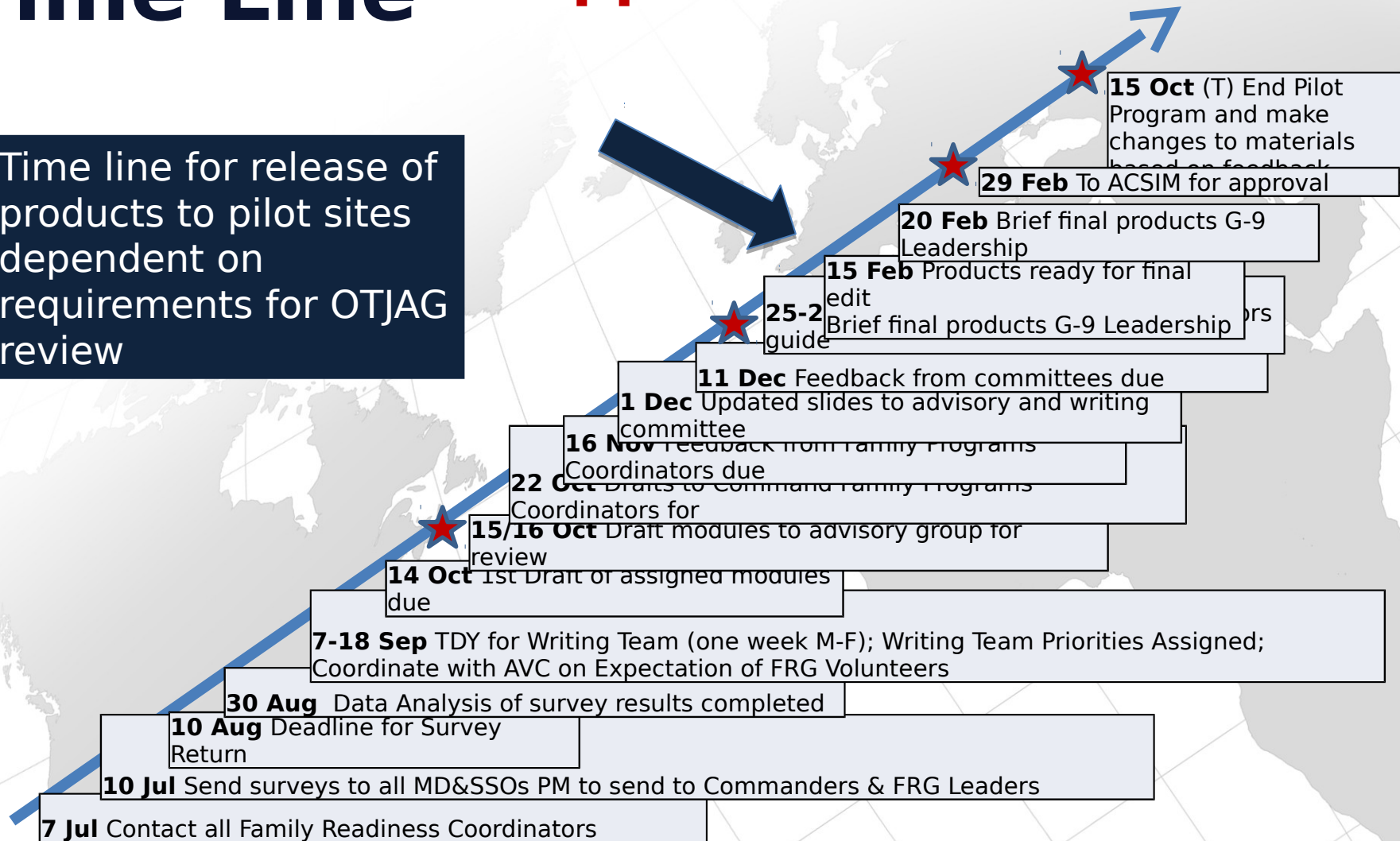
- Edit each training to ensure they speak with the same voice
- Ensure slides align across training
- Documents for Smart Book
- Video production
- Slide graphics
- Pilot program
- OTJAG and ACSIM approval

Pending Final IMCOM CG Approval Way Ahead

- Student Smart Book – make sustainable
- Facilitator Guide
- Train the Trainer
- College Credentialing
- Computer Based Training - APP

Pending Final IMCOM CG Time Line Approval

Time line for release of products to pilot sites dependent on requirements for OTJAG review



Pending Final IMCOM CG Approval **Proposed Pilot Sites**

- Fort Hood
- Fort Bragg
- Fort Belvoir
- Fort Gordon
- Fort Stewart
- Fort Benning
- USAG Bavaria
- USAG Italy
- USAG Hawaii

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QUESTIONS

